

Don Pearson
Certified Management Consultant and Green Belt trained
Post Graduate Certificate in Employment Law

An experienced consultant and mentor with a successful 20 + years' track record in operational improvements for a range of clients. *Able to provide effective support, knowledge and confidence client teams, to achieve success and to maximise results. An effective strategist and communicator, with the ability to evaluate situations, identify opportunities and work with the client to achieve results as well as enhance the team skills.*

KEY SKILLS

Process Improvement

- Designed and implemented processes to achieve significant efficiency gains, improved performance and productivity, toward world class.
- Evaluated and improved numerous processes to improve flow, speed decisions, and achieve quicker turnaround in operational, service delivery, areas.
- A Lean Six Sigma implementer - using a comprehensive toolkit to "produce more for less".
- Work within the NHS to review new pathways and models for commissioning & provider arms.

Income Generation

- Increased income for a local authority – the only council to reduce Council Tax in 2005/6
- Conceived and executed the structure of a business development course for SMEs. The Business Growth Club received Dti support running several such clubs.
- Developed entrepreneurial attitudes in the public sector utilising business sector disciplines, to stimulate and implement changes in decision-making with direct impact on income generation.
- Worked with a public body to establish income generation feasibility leading to a resource and processes being designed for implementation.

Training and Development

- An experienced trainer on management, leadership.
- Designed and introduced processes achieving certification to ISO 9001 for a number of organisations including legal, communications/IT, and manufacturing.
- Introduced organisations to the EFQM model for Excellence and helped conduct reviews and produce action plans.

HRD/People Management

- Facilitated organisations with HR strategies representing best practice, including IIP.
- Designed and implemented people management processes and systems, including contract reviews, staff handbooks and appraisal processes for staff development.
- Change management processes developed and facilitated within organisations reaching a critical stage in development requiring change in systems, structures, processes and operations.

Non-executive role

- Several Board positions with growth based companies bringing a level of experience and knowledge to help steer strategic direction.
- Company Secretarial role with significant business, part of a major group, and requiring refined communication skills as well as good grasp of business regulations and compliance issues.

References to illustrate skills and experience

Don has led the team to look at the feasibility of income generation for an East of England police force.

He was also the lead person for Crematorium and Leisure part of the project for the Borough Council of King's Lynn and West Norfolk project to enable them to lower their council tax. Three quarters of the improvements came from these areas.

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CAREER HISTORY

Prior to establishing the management consultancy firm, he was a director of a large US owned employer in Norfolk operating in global markets. Various senior management roles prior to that in engineering, oil & gas, automotive, and packaging sectors provided a broad span of operational experience and success.

PERSONAL INFORMATION

Living in Norfolk, married with four children – all of whom are successfully pursuing their careers. A former Board member of the Norfolk Chamber of Commerce & chairman of the Norwich branch.

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